Nov. 21

Their motto: people, pride, performance

"People, pride, performance."

That's the motto of Bethpage Operations. General Manager Bill Trillo admits it might sound a little corny to some -- but it's right on target.

"Simply put, we've got a team of people who take pride in their work. The result: performance," says Trillo.

"It's not a new chapter in management textbooks, but what we're trying to do is implement it...and we've been getting a lot of help."

The assistance Trillo speaks of comes from the 3,400 people that comprise Bethpage Operations. They are men and women, veterans and newcomers, with a variety of production skills needed to fulfill the numerous tasks laid out for Bethpage, and who participated in the delivery of 483 major assemblies during 1978.

Higher demand

And it is a challenge. Manufacturing is more complicated now than it was in the company's early days. Complex processes and techniques...more stringent specifications...parts shortages...and new materials to be dealt with...the list goes on and on. The demands on production personnel for quality workmanship, cost-effectiveness and productivity are at an all-time high. And, the demands will become even higher as aircraft become more and more sophisticated.

Bethpage Operations is by far the largest, most complex manufacturing center at Grumman. Included in Bethpage Operations are:

Plant 1 - Home of the F-14 Tomcat Major Assembly. About 325 Grummanites work on the forward mid-section, tail, inlet duct and glove and overwing fairings to be delivered in complete modules to Calverton Operations for final assembly. The last 161 aircraft units have been delivered on or ahead of schedule.

Plant 2 - This year, Trillo split this facility into two segments: Detail/Subassembly (including Electron Beam Welding) Parts and Major Assembly, because of the enormous workload now undertaken by the 850 people in Plant 2. For instance, 90 percent of all the detail parts which make up all the Grumman products are manufactured here. This year, that amounted to four million detail parts processed.

The major assembly section of Plant 2 entails fuselage assemblies for the A-6, EA-6B, and E-2C.

Plant 3 - Wing country. Here, assembly of the F-14 wings, stabilizers and wings for the EA-6B and A-6E, and E-2C wing senter sections takes place. Approximately 500 people work in Plant 3, and 175 people work in the Glen Arm, Maryland facility under the direction of Vinnie Ciampa. In addition, it is the home of Grumman's Machine Operations.

Plant 4 - Flight Ops. and Flight Test for E-2C. The E-2C Hawkeye undergoes final assembly, flight test and delivery to the Navy from here. In addition, Bethpage Operations maintains the corporate aircraft in Plant 4, and has an area for fabrication of out-of-production spares, assemblies for G-III and update of TC4C aircraft.

Plants 14 and 26 - Test and Research. Approximately 80 people work for Bethpage Operations in this plant. They support Engineering in assembly of components, simulators, ground test articles, etc., that are checked out in this Engineering Test center.

Plant 36 - E-2C fuselage, A-6 and EA-6B wing inner panels major assembly are performed in this plant. Portions of this workload have been moved into Plant 2 as part of an overall consolidation effort.

The size and scope of Bethpage Operations is awesome requiring weekly meetings for Bill Trillo and his directorate staff covering Plant Operations, Planning, Business and Material. representatives from Quality Control, Manufacturing, Manufacturing Technology and Liaison Engineering attend as well to ensure total communications are achieved within all diciplines. In addition, monthly meetings are held which include his six (6) Plant Managers, to ensure that the plant problems and performance are brought to the attention of Trillo and his staff, as well as to each of the other Plant Managers.

Tying it all together

"Bringing all the forces together, from Planning to Plant Operations, Tooling and Q.C., we're able to get an on-the-spot account of what the story is..and how to write a happy ending," says Trillo. "Interaction with all of these various support groups requires a good working relationship. The complexity of the tasks Bethpage Operations undertakes simply demands it."

Understandably, Trillo and his team of directors and plant managers do not---and, they admit, can not--be knowledgeable of all the multiple daily happenings in Bethpage Operations. For this reason, they rely heavily on the front line supervision -- the foreman and the leadman right on the production floor.

Says Hal Pabst, director of Plant Operations (Plt. 02 and 36), "It is the person right on the line who knows what problems are holding up progress and what has to be done. It's our job to assist and support him with the right people, the right procedures, the right parts and the right tools.

'A million dollar company'

Frank Leone, director of Plant Operations (Plt. 1, 3, 4 & 14/26), agrees whole-heartedly. "A department is like a million dollar company. The foreman is a president with about 50 people in his company. There are salaries, budgets, schedules, performance, quality, safety, etc., and benefits that he is in charge of. It's his responsibility to make it a smooth-running profitable operation."

"Communication is not a new management tool," says Trillo. "It's been in textbooks for years. But what we're attempting to do is to make it work right here at Bethpage Operations." There have been -- and always will be -- successes and failures. It takes a lot of "believing in the next guy." But Trillo and his team see it as the best way to go to insure a prosperous future.

"If you tell fellow workers what's developing up above...outline what Bethpage Operations goals

(Continued on Page 8)

Nuclear certificate

GAC passes tough finals

Grumman recently acquired a new item for its long list of industrial credentials: nuclear certification granted by the American Society of Mechanical Engineers (ASME). The certificate enables Grumman to design, fabricate, assemble and test nuclear power plant components to the ASME code.

"This represents quite an achievement," says Joe Kingfield, director of Corporate Quality and Safety Operations, "and opens up many new opportunities for us."

Opens the door

With the certificate, Grumman can bid on hardware and service subcontracts requiring ASME certification. "In addition, certification enhances our fusion energy proposals," says Kingfield, "and provides greater assurance to our insurance underwriters that any fusion components we make are low-risk items. It also removes the possibility of being unqualified to bid on desirable new fusion programs if the Department of Energy should suddenly impose the ASME code as a requirement."

Ready to go. *Showing off the new American Society of Mechanical Engineers (ASME) certificate are (L to R) Bill Atchison, the Manufacturing representative; Hal Johnson, the Engineering representative; John Lombardi; Executive Vice President Ralph 'Doc' Tripp; Joe Kingfield; Mike Allegra and Corporate Quality representative John Dirico. (Photo by Harry Prodromides)*

Grumman can now work on items such as pressure vessels, pumps, safety relief valves, piping systems, and appurtenances for nuclear power plant components. The company can also provide consulting services to the nuclear power industry in such areas as welding, material testing and certification, nondestructive testing, and quality assurance systems.

Painstaking process

Grumman started work over a year ago to obtain the certificate. John Lombardi, manager of Quality Engineering, coordinated the program. It was headed up by Program Manager Mike Allegra, with support from representatives from Corporate Quality, Engineering, Manufacturing, Materials and Processes, Procurement, Material Mangement, and Configuration Data Management.

"We had a lot of ground to cover in this program," says Allegra. New nuclear departmental procedures had to be developed, with vigorous controls covering all aspects of design, manufacture, and quality assurance in compliance with the ASME code. After that, the group generated a nuclear quality assurance manual, a program plan describing Grumman's controlled manufacturing system.

When that was completed, the group designed, built, inspected, and tested a demonstration vessel to the requirements of the nuclear procedures and manual.

"It's a little like writing the owner's manual first, and then making the car," says Allegra.

Lombardi agrees. "It's a painstaking task, but it proves an applicant's understanding of the ASME code as it applies to actual work," he says.

The ASME survey took place on August 14, 15, and 16. The ASME team examined, in great detail, every aspect of the manual, the manufacturing process, and the demonstration vessel. The certificate was granted on Oct. 13.

"We're delighted with our success," says Kingfield. "We're looking forward to the challenge of competing for our place in the nuclear power industry."

obituaries

HORTON CARPENTER of Cust. Train. Mgt., Plant 39, died October 20 at the age of 54. He had been with the company since 1952 and resided at 36 Holly Drive, Sayville.

ANN DIEHL of Prod. Release and Analysis, Plant 2, died October 24 at the age of 61. She worked for Grumman since 1949 and resided at 42 Tanager Lane, Levittown.

JOHN F. DUFFETT of Prototype, Plant 2, died November 3 at the age of 55. He had been with the company since 1957 and resided at 39 Scott Street, New Hyde Park.

JAMES S. FABRI of Fuselage Joining, Plant 1, died October 22 at the age of 59. He had been with the company since 1971 and resided at 21 Austin Ave., Amityville.

JOHN LA PORTA of Mass Prop. Analysis and Control, Plant 40, died October 29 at the age of 53. He worked for Grumman since 1961 and resided at 20 Elm Avenue, South Farmingdale.

Personals

I wish to thank my friends, co-workers and Employee Services for their kindness during the recent loss of my father. **Fred Ardolino**

I wish to extend my gratitude to my co-workers, friends and Employee Services for their kindness during my recent loss. **Margaret Goodman**

We wish to thank all our friends for their kindness and sympathy during our recent loss. **Joseph A. King Sr., John, Peter and William King**

On behalf of my family and myself I would like to thank all my friends, co-workers and Employee Services for their kindness and sympathy during the recent loss of my brother. All monetary contributions have been sent in his memory to the American Cancer Society. **Walter Matuza**

My family and I wish to thank our friends, co-workers and Employee Services for their kindness and sympathy during our recent loss. **John Mikals**

My family and I wish to thank all our friends, co-workers and Employee Services for their sympathy and kindness during the recent loss of my mother. **George Sturiale**

On behalf of my family and myself, I would like to thank all my friends, co-workers and Employee Services for their sympathy, kindness, and contributions to the Mercy Hospice Unit in memory of my wife. **George A. Thompson**

Some GDSI courses get credit rating

It is now possible for you to receive college credit for having successfully completed certain courses offered by Grumman Data Systems Institute (GDSI). As part of the Program and Noncollegiate Sponsored Instruction of the New York State Education Department, nine courses were evaluated by a team of data processing experts and were recommended for college credit.

The credit recommendations apply to individuals completing the following courses during the dates indicated.

ANS COBOL [GICPCO1]. 6 credits; Oct. 1975 to present; associate's and bachelor's degrees.
Assembly Language [GICPAO1). 6 credits; Oct. 1975 to present; associate's and bachelor's degrees.
Customer Contact and Service [GIPACCI],. 2 credits; August 1976 to present; associate's degree.
FORTRAN [GICPFO1]. 4 credits; February 1970 to present; associate's and bachelor's degrees.
Fundamentals of EDP [GICPBO1]. 3 credits; October 1975 to present; associate's degree.
Introduction to EDP [GIPAB]. 1 credit; August 1976 to present; associate's degree.
Operating Systems Concepts/JCL [GICPJO1]. 3 credits; October 1975 to present; associate's and bachelor's degrees.
Report Program Generator [RPG] [GICPRO1). 3 credits; October 1975 to present; associate's and bachelor's degrees.
Systems Analysis [GISAS99). 6 credits - bachelor's degree; 3 credits - graduate degree; August 1977 to present.

The credit recommendations can be used to meet requirements for college degrees at the undergraduate an/or graduate level at many colleges and universities. Because each college sets its own policies, you will need to find out what the policy is at the college you wish to attend, and how the courses can be used to meet the requirements of your particular degree program.

For additional information, call GDSI at (516) 364-2087.

GRUMMAN plane news

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What's happening around the company

The final results are in, and the Long Island community is the winner. This year, the Grumman United Way campaign drive hit all-time record highs.

The men and women of Grumman Corporation and all its subsidiaries on Long Island contributed $632,340, compared to $615,588 in 1977. The increase in per capita giving was even more significant. Even with a reduction in staffing, this figure rose 10 percent over 1977 results.

In the last issue of PLANE NEWS, the Grumman Aerospace departments' level of participation listed was the October 31 standings. The final tally brings these participation levels up a few rungs:

Treasurer, 100 percent; Procurement, 100 percent; Material Management, 100 percent; Materials and Processes, 100 percent; Product Development, 99 percent; Bethpage Ops, 99 percent; Business Development, 99 percent; Flight Test, 99 percent; Field Service, 98 percent; Software, 98 percent; Program Management, 97 percent; Quality and Safety, 97 percent; Training, 97 percent; Great River Ops., 96 percent; Security and Personnel Services, 96 percent; Engineering, 96 percent; Manufacturing, 95 percent; Calverton Ops, 95 percent; Logistics, 95 percent; Resources, 92 percent; and Corporate Staff, 90 percent.

Facilities contract

The U.S. Navy recently awarded Grumman Aerospace a $6,509,000 facilities acquisition contract for the design and construction of a modern industrial waste-treatment facility for Plant 3.

According to John O'Brien, Senior Vice President-Administration and Resources, the design for the new facility will be completed and a construction contract will be awarded during the first quarter of 1980. The facility will be operational in early 1982.

Helping hand

Several on-going support groups and individual counseling for cancer patients and/or their family are sponsored by the American Cancer Society-L.I. Division. Individuals are offered the opportunity to discuss their problems and ways of dealing with them.

For additional information, call the American Cancer Society Patient Services Department, (516) 420-1111, Ext. 48. These services are supported in part by the L.I. Cancer Council, a non-profit, voluntary agency funded by the National Cancer Institute.

End of bus era

DELAWARE, OHIO -- A bus manufacturing era came to an end October 31 when the last of the Grumman Flxible Corporation's "New Look" city transit buses was rolled out the door of the company's Delaware I plant.

The bus is the 13,252nd of the company's "New Look" series which first began production in 1961 in Loudonville, Ohio, then continued here starting in 1974, when the company expanded its manufacturing operations. Total dollar value of Grumman Flxible sales of "New Look" buses during the past 17 years is estimated at $556-million.

"With the delivery of these buses," commented Grumman Flxible President Thomas Bernard, "we see the end of an era in which public transit witnessed a tremendous technological improvement in mechanical systems on buses. Today, however, also marks the beginning of a new era of 'advanced design' bus, which is characterized by technological innovations associated with improved passenger comfort."

With the delivery of the last "New Look" bus, Grumman Flxible will now place total manufacturing and marketing emphasis on its Model 870 "advanced design" bus, for which orders of 1,415 have already been received.

Introduced in May, the 870 features many design improvements not available on the "New Look" bus. Those innovations include a front first step height of only eight inches, a wider front door opening of 36 inches, a larger, easy-to-read destination sign, larger tinted glass windows, and a unique climate control system designed to provide greater passenger comfort year-round. Perhaps the most striking visual difference between the two buses is the 870's sleek, rivet-free exterior surface and its asymmetrical front windshield which significantly reduces glare for the driver.

Headquartered in Delaware, Ohio, Grumman Flxible also operates manufacturing plants in Loudonville and Millersburg, Ohio. Grumman Flxible is a wholly-owned subsidiary of Grumman Allied Industries, Inc.

Only the beginning. *When the VF-111 Sundowners made the transition to the F-14, Grumman Field Operations rep Neal Gallo presented Cmdr. I.M. Hipper, commanding officer of VF-111, with a special Tomcat plaque. Wrote Cdr. Hipper to Grumman Aerospace Chairman and President George Skurla, With our initial deliveries of aircraft, we have received superb cooperation and assistance from the Calverton facilities. I would like to express my sincere appreciation for the Tomcat plaque and the professional assistance received from your corporation during our initial phase of operations. We look forward to future deliveries and to a long and lasting professional association with the Grumman Aerospace.'*

Spread the word

Grumman Aerospace's Departmental Operations is actively recruiting on a nationwide basis to fulfill long-term requirements. Positions are immediately available in the following engineering skills:

Structural design, structural analysis, power plant, RF equipment design, computer equipment design, electrical/electronic design, drafting technology, aerodynamics, thermodynamics, model/simulation, systems design analysis and integration, weights and mass property, computer application, software systems, aerotest, ATE design, and digital.

In addition, openings are also available in the following skills:

Manufacturing engineering-machine processes, manufacturing engineering-bonded structures, tool designers, jog and fixture builders, NC programmers, machinists, and technical writers.

If you know of any friends, relatives or neighbors who possess these skills and who are interested in a career at Grumman, please have them contact Dan Nettuno, Employment, Plant 28, Grumman Aerospace, Bethpage, N.Y. 11714.

Snow emergency numbers

In the event of severe snowstorms or other emergencies this winter, information on plant closings will be available by dialing either of two Grumman telephone numbers, and through spot announcements on local radio stations.

You may call either 349-9400 for plants in Bethpage, Melville, and Great River; or 369-2266 in Calverton, beginning at 5 a.m.

The following radio stations will be carrying plant closing information: WHLI 1100; WGLI 1290; WBLI 106 FM; WGLI 1290; WBAB 1400; WHN 1050 and WGBB 1240.

To facilitate snow removal in parking areas, the Facilities Maintenance Department urges Grummanites who plan to leave their automobiles parked at Grumman beyond normal daytime working hours to call Ext. 3895.

Guard Headquarters is setting aside a special parking lot that will be cleared of snow. They will also assist motorists in moving their cars to this location.

people

When it comes to government and industry working together, both New York State Gov. Hugh Carey and Tom Kelly, Vice President-Engineering, share a common interest. So, when Gov. Carey invited Kelly to serve on the N.Y.S. Advisory Council on High Technology Opportunities, Tom gladly accepted.

In August, Gov. Carey formed a High Technology Task Force to revitalize the State's science and technology and to encourage a network of high technology research parks throughout the State.

He recently announced the formation of the Advisory Council which will be composed of representatives from business, labor and the university community.

Carey plans "to use the newly formed council as a sounding board for high technology programs developed by our task force, and as a resource which will bring to government new ideas to increase formation and growth of high technology firms in the State."

On accepting the governor's invitation, Tom said, "New York has ample talent and resources to exploit high technology opportunities and we need to organize our academic, governmental and industrial resources to be more competitive with other parts of the country...I look forward to participating in the Advisory Council."

In the community

Community service is an on-going activity for many Grummanites. Over the past several months, these Grumman people have made community news.

Daniel Corritore of Engineering Specifications was elected president of the Levittown School Board. Dan is currently assigned to the F-14 ILS Specifications Group in Plant 1.

Everett Budd of Ground Test Instrumentation/Flight Test, was elected president of the Amityville Public School Board. He has been a school board trustee since 1969 and previously served as president in 1973-74.

Milt Cohen of E-2C Program Planning, Controls and Budgets was elected commander of the Queens County Council, Jewish War Veterans of the U.S.A. The Queens County Council is comprised of 23 individual posts.

The Central Islip Board of Education reappointed Bob Bures to his 15th consecutive term as treasurer of the school district. Bob works in A-6 Procurement, Finance and Controls, Plant 40.

Bronze plaque

George Lubin, Grumman's chief scientist of Materials and Processes, recently won the highest award given by the Society for the Advancement of Materials and Process Engineering (SAMPE). Lubin, a past chairman of the organization's New York - Metropolitan section, was given the Bronze Plaque at the 10th national SAMPE technical conference on October 18.

The award is given to a SAMPE member who has notably enhanced the stature of the profession and the society. In 20 years, Lubin's is only the third given out by the organization.

Lubin has been working in the plastics field for 42 years and is credited with a number of developments, including one of the first formulations for plastic phonograph records. In 1946, he applied for the first patent on the fiberglass spray process.

He has been with Grumman since 1957 and was involved in the process development for fiberglass and, later, advanced composites. Lubin has received numerous awards, including an Award for Distinguished Service from the State Department. He has also been acting as a consultant and project coordinator for the United Nations on the introduction and utilization of composites in underdeveloped countries.

Latest in a classic series. *George Lubin (C) shares the spotlight with the two other winners of the Society for the Advancement of Materials and Process Engineering's (SAMPE) Bronze Plaque; Andy Marshall (L) of Hexcel Corporation, and Morton Kushner of Boeing Corporation.*

Professionally speaking

On the professional scene in recent months... Alfred Gordon of Corporate Industrial Engineering, Plant 2, conducted an AIIE-sponsored mini-seminar of the subject of Work Measurement-Air Force Mil, Spec. 1567 at Hofstra University. In attendance were 35 industrial engineers representing some 12 companies on Long Island....

Alan Lager, manager of Configuration Management Technology was chairman at the 12th annual Electronics Industries Association (EIA) Configuration and Data Management Workshop in October. The theme of the workshop was "Configuration and Data Management in transition...coping with emerging requirements and trends in government and industry." In addition...

Norm Heilweil, administrator of Education and Training for Material Management, is director of Education for the L.I. Chapter of the American Production and Inventory Control Society (APICS). Norm was one of the speakers at the APICS seminar held at Hofstra University. He conducted the session on Inventory Management-Basics.

New posts

Among those who recently received changes in assignment were: DEPARTMENTAL OPERATIONS-- Lowell Byars and Alfred Cimino, both project leaders assigned to Systems Engineering, Pl. 40; Reno DiTieri, program manager, ILS Project Management, Pl. 1; Dominick Grisanzio, project manager, Publications, EF-111A; Thomas Jaworski, project engineer, Electronic/Electrical Engineering, Pl. 40; Barry Kocka, project leader, Software Development, Pl. 4; Edward Kovacs, project engineer, Systems and Equipment Design, Pl. 5; Donald Kump, project engineer, Advanced Technology and Systems Application, Pl. 5; Thomas A. Taglarine, project engineer, System Engineering, Pl. 40; Donald W. Zielinski, project leader, System Engineering, Pl. 7; and Victor Zourides, project engineer, Electronic/Electrical Engineering, Pl. 5; PROGRAM MANAGEMENT -- William Birnbaum, program manager, Development, A-6E Program, Pl. 40; SECURITY & PERSONNEL SERVICES -- Ted Giannone, manager, International Assignments, Pl. 28.

In appreciation. *On November 1, Plant Protection Guard Peter Sinatra was awarded a certificate of appreciation by the American Heart Association, Nassau Chapter, at its annual awards dinner. The certificate was given in recognition and appreciation of outstanding service in advancing the Heart Program and stimulating public support towards the conquest of diseases of the heart and circulation. Above, Vice President Tom Rozzi (L) congratulates Sinatra, a Plant Protection Instructor of cardiopulmonary resuscitation (CPR). (Photo by Marie Trimborn)*

Grumman geese, gulls: bye, bye birdies

A partridge in a pear tree is nice, but two calling geese and a seagull in your engine are gifts that nobody wants. And so, the whole idea was to get the birds to leave the vicinity of the Grumman runway in Bethpage.

Because of the hazards posed by the gulls and geese entering the flight patterns at the Bethpage airport, Grumman called the United States Department of Interior Fish and Wildlife Service. Alfred Godin, state supervisor of the Division of Wildlife Assistance, visited the Bethpage facility several weeks ago to investigate the increasing problem.

'Paradise for a bird'

"What we found out," says Harry Volz, Deputy Director of Security and Personnel Services, "is that Grumman is just about paradise for a bird. The seagulls like to spend their winters here, because it's warmer here than by the ocean. The Canada geese like it because we have a number of sumps which they use for nesting grounds."

Finding a warm shelter

In addition, free meals are available at the nearby town dump ... and a number of birds seem to bring their food back here to eat it. "The warehouse near Plant 28 has a black roof," says Volz. "The seagulls like it because it retains the heat from the sun. As a result, it's covered with old chicken bones that the gulls bring back from the dump."

On a sunny day, some of the parking lots look like the set for a Hitchcock movie -- with dozens of

seagulls lined up, basking in the sunlight. "The concrete holds the heat," says Volz. "They love it."

Godin didn't have kind things to say about the Canada geese, either, Volz reports. "Of all the waterfowl, Canada geese are opportunists who take advantage of the easy living conditions offered them by people. They require fresh water areas for resting and nesting, and grasses and other vegetation for food. The sumps are perfect, as far as they're concerned. We've got everything they could possibly want."

Volz adds that it is hoped that the sump near Plant 12 (which is especially popular) will be filled in before the spring. "To solve the problems the geese are causing, we're told that timing is the most important consideration. It is much easier and more effective to drive birds from an area when they first arrive. Once they become established, they become more tolerant to disturbances and are more reluctant to leave. Even if you could round them all up, load them out to Montauk, they'd be back before you," says Volz. "We hope to fill the sump in before they can nest there."

Scarecrow effect

Other plans include scaring them away with loud noises. "Special shells are available which project a noise bomb up to 75 yards. They are fired from a 12-gauge shotgun. By setting these noise bombs off when birds first come into an area, it is possible to persuade them to go elsewhere without harming them," says Volz.

"It's really a problem" he says. "You have to be persistent, and you have to realize how smart they are. For instance, there's a device you can buy called a wounded bird call. You send the thing up and down the runway, and it sounds like a bird in distress. Theoretically, it should warn the other birds to stay away. It does work ... but only for three or four days," says Volz.

"Then they come down and sit on it."

retirees

On behalf of fellow workers, PLANE NEWS salutes the following men and women for their contributions to the company and wishes them well in their retirement. Those who retire in November are:

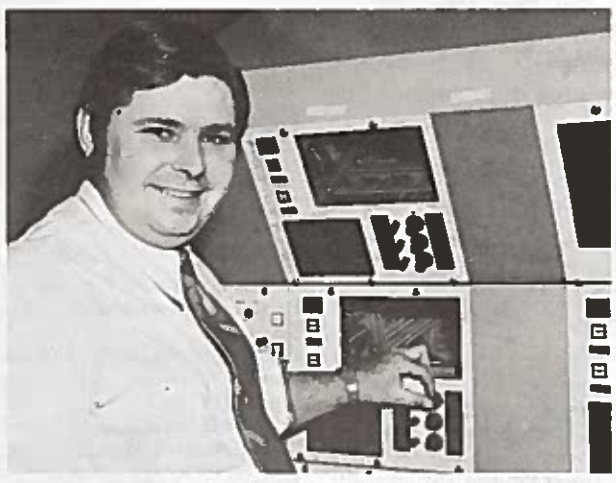
Felix Alfano (1), Elmer Ackerly (6), Robert King (36), John Morris (6), Nicholas Simone (7), Robert Strnad (6), George Valentine (5), Wilbert Buck (10), John Caldwell (2), Raymond Ferrari (15), Arthur Gerdes, Jr. (87), Ruth Carr (40), John Crosskurth (36), Mario Gatto (86), Ladislaus Hanak (6), Vincent Valetutti (6), Harold Zeller (6), Ernest Treubig (2), Louis Bergdahl (88), Russell Gibbs (88), John Skelly (56), Fred Hosage (6), Norman Jockel (2), Walter Latinski (6), Edward Connor (1), Eugene Koopman (4), Laura Feulner (4), Ramon Barger (87), John Allen (5), Roland Basini (12), Eldred Bornemann (5), Leroy Budd (2), Stuart Buswell (2), Nelson Cooper (88), John Covello (2), Philip Coyle (1), Edith Cuti (5), Roy Decker Jr. (15), Paul Divan Jr. (25), Robert Edwards (3), Harry Ellerbusr Jr. (30), Edward Fitzpatrick (20), Charles Flower (30), Joseph Furlong (36), Franklyn George (21), Richard Griffith (1), Joseph Kane (3), Abraham Levine (3), Richard Metzger (5), John Monahan (37), Arline Montgomery (28), William Mullin (30), Charles Nunnally (31), Chester Ostrowski (3), Ralph Panetta (2), Russell Pirrelli (30), James Esposito (2), Margaret Fallon (2), Charles Fredericks (12), John Lagnena (2), Lynn McDonald (5), Marie Marubbio (30), Philip Nadrich (3), Constance Paparello (35), Joseph Walsh (2), Robert Robb (5), Thomas Ryan (18), Pater Saukas (5), John Turner (12), Charles Van Holt (25), David Waite (5), Leonard Schmidt (43), Elmer Shakespeare (44), Emmanuel Blydenburgh (1), Helen Haraden (25), Robert James (2), Albert Ryan Jr. (8), Joseph Alsheimer (2), Ernest Alto (3), Lucille Barton (15), Katherine Drab (39), John Feulner (20), Jacob Froehlich Jr. (30), Robert Simonetti (1), Edward Small (3), Edgar Strong (43), Sidney Seihs (5), Jane Gerrity (30), David Paisley (1), Alf Ramberg (77), Barbara Ludkowski (36), Charles Camien (2), Kenneth Dale (43), Walter Gustoski (3), Lawrence Holzapfel (2), Stella Johnson (5), Stephen Marchioli (5), Frank Massoni (5), Angelo Petrone (3), Kenneth Sealey (36).

William Munda (5), Bradis Watts (1), Henry Zembruski (35), John DiSanto (40), Theodore Hammer Jr. (6), Peter Black (44), Richard Bonelli (2), John Cannon (6), Albert Coue (25), John Devlin (15), Ernest Berard (2), Seymour Glick (25).

Light idea results in bond award

"Just doing the job every day, you constantly get ideas about how to do some things quicker or better." Ken Gregory makes it sound so simple...but his latest brainstorm netted him $800 in United States Savings Bonds (face value). Ken, an electronics technician on the NEWTS (Naval Electronic Warfare Training System) program, is this month's top Project Sterling winner.

Ken figured out a better way to check out the light emitting diodes (which are like the readout lights on a pocket calculator) on the NEWTS equipment. Formerly, a partial check on the lights took 48 man-hours and had to be done manually. With the new



Ken Gregory

method, all the lights can be checked automatically in a test that takes 10 minutes. Ken's good idea saves more than time; first year savings are estimated at $53,100.

He wasn't the only one to cash in on a suggestion. Fellow Project Sterling winners are:

$250 - Henry Gage, Methods and Planning, Pl. 3.
$225 - Carl Thilburg, Fluids, Pl. 6.
$200 - George Serchak, John Judd, ILS Tech. Writing, Pl. 15; Rita S. Sudwischer, Clerk, Records Contr., Pl. 35.
$100 - Robert Carruthers, Coord. Matl. Coord., Pl. 30; David A. Radcliffe, Section Head, Pl. 30; Bruce K. Bender, Fab. Tube Bender, Pl. 2; Glen Riley, Leadman, Pl. 56.
$75 - Robert W. Sweithelm, Keyman, Pl. 44; William J. Bolton, Assembler, Pl. 77; Vladimir Zilavy, Engineer, Pl. 40; Robert Fritz, Prog. Mach. Cont. Mill, Pl. 3.
$50 - Matteo J. Gaudioso, Supervisor, Pl. 30; Maxine J. Kitay, Admin. Secretary, Pl. 77; Cleopatra Courten, Planner, Pl. 30; Jonathan J. Kimball, Coordinator, Pl. 25; William Ptucha and Arthur Faraci, Draftsmen, Pl. 1; Harry J. Sowa, Elect. Assembler, Pl. 43; Charles Werner, Leadman, Pl. 77; Henry Huttenlocher, Engineer, Pl. 25; Kurt Hoerber, Engineer, Pl. 1; Richard A. Migliorisi, Fab. Tube Bender, Pl. 2; Thomas R. Thielemann, Inspector, Pl. 2.
$25 - Edwin A. Anderson, Group Head, Pl. 35; Fancher Wakefield, Engr. Mech. Systems, Pl. 35; John J. Judd, Analyst, Pl. 2; Leo Goercke, Engr. Struct. Design, Pl. 25; Glen P. Calev, Electronic Tech., Pl. 4; Robert G. Carruthers, Coord. Matl. Coord., Pl. 30; Robert E. Geisel, Designer, Pl. 40; Florence L. Harvey, Assembler Elect. Mfg., Pl. 6; Robert F. Greaney, Tech. Data Analyst, Pl. 30; William J. Matinger, Planner Suppt., Pl. 15; John J. Fogart, Elect. Engineer, Pl. 6; Peter Guido, Elect. Technician, Pl. 7; Tony Trindad, Elect. Assembler, Pl. 43; Mary Shiebler, Leadperson, Pl. 44; Robert Purkey, Expeditor, Pl. 77.

Ideal time for ideas

During this month and December, Motivational Programs is sponsoring a special drawing in addition to its traditional savings bond award program. For every 50 acceptable suggestions submitted, one of those industrious suggesters will win a dinner for two, along with his/her supervisor and guest, at the Linden Tree.

Don't delay. Suggestion forms are available in all Employee Services (ES) offices and on bulletin boards throughout the company.

F.D. Larrick | H. Lurz | C.A. Holzler Jr. | F. Shepheard | B.A. Seaman | L.C. Neuroth | J.H. Gross | E.M. Thomas | J.W. Laundis

service milestones

35

November

John E. Flynn, Prod-Cntl-Parts (2)
Alexander D. Murphy, Final Assy. Struct. (4)
Harry R. Milner, director, Trans. (7)
George Bereznak, Ctr-Sect. Major & Subs. (36)
Richard W. Newton, Struct. Des. (40)
Ruth H. Carr, Operations (40)
Stuart S. Taylor, Production (88)

December

Walter Rohback, Sub-Assy. (2)

30

November

Gunnar Enstad, Prototype (2)
John B. Lennon, Prod. Release & Analysis (2)
Henry L. Fazzari, Assy. Tool & Hand Equip. (2)
Walter Ganss, Special Tool Des. (2)
Eberhard Dullberg, Special Tool Des. (2)
Robert F. Dunlop, Mach. Oper-Parts Cetrl. (3)
James B. Middleton Jr., Prod. Cntrl-Parts Cntrl. (4)
Gerard M. Maurer, DOD A/C Prog. (5)
John G. Musante Jr., Sturctures (6)
Albert E. Ryan Jr., Flt. Avionics (8)
Arthur E. Pope, Maint. (12)
Thomas E. Ryan, Engg. Resources (25)
Donald J. Lamorte, Weight Optim. & Tech. Devel. (35)
William J. Groth, Mfg. Rqmnts. Plnng. (43)
Joseph F. Diehl, Prod. Release & Analysis (43)
Dwight G. Hutchinson, Shiraz Ops. (60)
Arthur B. Emmons, Elct. Sub-Assy. (77)
Nelson C. Cooper, Production (88)

December

Robert A. Walters, Sub-Assy. (1)
John A. Grodeski, Prod. Super. (2)
Francis S. Walkowski, Stockrooms (2)
August W. Bilzi, Mfg. Engg. Mgmt. (2)
Charles W. Gosline, Equip. Tech. (2)
George A. Bleakley, Assemblies (3)
Gabriel B. Granci, Corp. Contracts (5)
Edward J. Kavanaugh, Tech. Rqmnts. (31)
Edward J. Murray, Employee Serv. (36)
Stephen T. Mauriello, Maint. (44)

Robert F. Kingston, Matl. Cood. (66)
Stephen E. Wismann, Fuselage Assy. (77)

25

November

Frederick D. Larrick, Sub-Assy. Major (1)
Harold Lurz, Mach. Oper-Tech. Serv. (3)
Charles A. Holzler Jr., QC Lab. (3)
Barbara A. Seaman, Corp. Contracts (5)
Lawrence C. Neuroth, ILS Tech. Writing (15)
John H. Gross, Tech. Direct. (25)
Edward M. Thomas, Struct. Des. (35)
John W. Laundis, Assy. Meth. & Plnng. (36)
William R. Schooley, Struct. Des. (40)
Fred H. Leiblein, Log. Serv. (94)

December

Stanley A. Angur, Ops. Analysis (5)
Ralph E. Olsen Jr., Power Plt. Des. (25)
William E. Carley Jr., Fluid Power/Pyrotech. (25)
Thomas J. Haggerty, Softwre. Anal. & Des. (25)
Robert C. Weston, Syst. Sciences (35)
Jurgen R. Wiehl, Des. Engg. Proj. Engg. (35)
Norman N. Lewin, Syst. Engg. Mgmt. (35)
Albert Termin, ILS Mech. Engg. Mgmt. (40)
Werner H. Nufer, Navig. & Cntrl. Equip. Des. (40)
Thomas B. Street, EF-111 (40)

20

November

Thomas P. Ivory, Mfg. Admin/Bus. Mgmt. (2)
Joseph A. Biro, Assy. Meth. & Plannng. (2)
Erling N. Olsen, Convent. Mach. (5)
John D. Conover, Power Plt. Des. (5)
Stephen R. Juengst, Offset Devel. (5)
Maurice J. Lambert, Support (6)
George M. Lewis, Corp. Instr. Ops. & Projs. (7)
Frank A. Gatz, Structures (7)
Joseph V. Licari, Tech. Mgmt. Syst. (25)
Peter Sikoryak, ILS Syst. Des. Engg. (31)
Norbert C. Strohsnitter, ILS Mech. Engg/Des. (35)
Chauncey W. Turner, Inf. Rec. & Serv. (35)
Frederick F. Zapf, Elect. Equip. Des. (35)
Irene E. Gaden, Food Serv. (36)
Vera M. Senyk, Performance (40)
Joseph P. Milillo, HQ Resources (60)
Joseph Kramer, Production (88)

December

Arthur L. Wilson, Vehicle Liaison Engg. (1)
George T. Demarest, Mfg. Factory Plnng. (2)
Maria J. Manganis, Cntrl. Storage & Retrieval (2)
William E. Holmes, Rec-Insp.-Elect. Test Lab (2)
Wallace Howitt Jr., Prod. Cntrl. Parts Cntl. (3)
Vincent A. Ciampa, R.C. Mgmt. (3)
Mario DiDomenico, Suppt. Equip. Prod. (5)
Virginia Galasieski, ILS Secret. Serv. (5)
Arthur M. Frank, Land Gear Carrier (5)
Francis R. Sheedy, Prod. Mgmt. (6)
Charles E. Harrison Jr., Matl. Cood. (6)
Armand A. Small, Adv. Matl. & Process Devel. (12)
Carl Micillo, Adv. Matl. & Process Devel. (12)
George L. Zeman, Lab Mgmt. & Staff (14)
Gerard O. Oftring, Trans-Equip. Maint. (20)
Louis Baldassin, Equip. Lines (25)
Frank R. Swanson, Nuclear & Astrophysics (26)
Clarence E. Wenzel, Employment (28)
Guenter J. Bauer, Environ. Cntrl. Des. (30)
Martin D. Olstad, Syst. Anal. (30)
Joan T. Leggio, Invoice Audit (30)
Robert J. Halloran, ILS Est. (30)
Dominick Perricone, Contour Devel. (35)
Edward C. Greiner, Operations (35)
James T. Tambini, Field Ops. Serv. (35)
George Wright, ILS Tech. Serv. (40)
Herman J. Scherdel, Environ. Cntrl. Des. (40)
Herman L. Prager, Crew Syst/Equip. Integ. (40)
William J. Stumper, Electromech. Des. (40)
Solomon Boxer, Operations (40)
Floyd T. Bauer, Prod. Rel. & Anal. (43)
Jerry Budowle, Plnng. & Anal. (43)
Nicholas Haridopolos, Mfg. Tech. (43)
Anthony F. Borg, Bus. Plnng. (43)
Donald H. Price, Engineering (88)

15

November

Roy D. Ambrosait, Fuselage Join. (1)
Robert N. Kerschbaum, Mfg. Tech.Prod. Serv. (1)
Richard J. LaSala, ILS R/F Cntrls. (1)
Ronald Graziose, Cust. Supply Rqmnsts. Mgmt. (1)
Edward H. Drew, Small Parts Fab. (2)
Martin Accardi, Mach. Shop (2)
Chester W. Maibach, Templates (2)
Aguedo Matos, Jig Dtls. & Assy. (2)
Roebert W. Tiedemann, Tool Cntrl. (2)
Joseph S. Newman, Mfg. Engg. Mgmt/Staff (2)
Willie H. Watlington, Trans-Ops. (2)
Clark J. Welch, Corp. Plnng. Cntrl. & Budgets (2)
Edward Whitehead, Convent. Mach. (3)
William Lewis, Assemblies (3)
Wilbert P. Clark, Maint. (3)
Merle L. Cranmer, Maint. (3)
Thomas E. Frabizio, Maint. (3)
Edmund Gorczycki, Syst. Analysis (4)
Bertrand H. Thompson III, Aero. Test (5)
Pasquale R. DiGiantonio, Electromech. Des. (5)
Stanley G. Kalemaris Jr., Adv. A/C Syst. (5)
Fred Robinson, Financial Ops. (5)
Robert J. Hammond, Corp. Syst. (5)
John R. Start, Support (6)
William H. Carpenter, Prod. Deputy & Stain Foreman (6)
John W. Baumann, Matl. Handling & Storage (6)
Samuel Kreisberger, ILS Equip. Tech. Mgmt. (7)
William M. Conlon, Fit Syst. (7)
Robert J. Baum, Corp. Instr. Ops. & Projs. (7)
Sidney Trink, Adv. Matl. & Process Devel. (12)
Kenneth L. Arnold, Meas. Stnd. Lab. & Log. Ops. (12)
Ashley A. Fernandez, Elect. Test (14)
Frank B. Olson, Softwre. Devel. (14)
Geroge M. Castrataro, ILS Tech. Illus. (15)
Wallace C. Gray, Property Disposition (17)
William T. Hynes, Mfg. Prog. Mgmt. (25)
Benjamin J. Spinella, Equip. Lines (25)
Frank S. DeVito, Traj/Navig. & Guid. Analysis (25)
Richard E. Romaneck, Corp. Instr. Ground Test (25)
John E. Havelka, Proc. Serv. (30)
Rudolf Frey, Invent. Plnng. & Analysis (30)
George F. Haggerty, Matl. Mgmt. M/S (30)
Edward R. Vlaun, ILS Admin. (30)
Thomas M. Connelly, Cust. Supply Rqmnts. Mgmt. (30)
Arthur Leach, director, Commun. Admin. (30)
John J. Zutlas, Matl. Account. (30)
Michael A. Vecchia, Suppl. Centrl. (30)
Edward A. Wysocki, Operations (35)
Walter L. Paul, Field Ops. Serv. (35)
John E. Johnson, QC Qual. Engg. (35)
Richard A. Kuhn, Ctr-Sect. Major & Subs. (36)
McIntosh W. Smith, Career Ed. Devel. (39)
Josephine Mule, ILS Secret. Serv. (40)
James A. Connor, ILS RF/Cntrls. (40)
Merrill G. Clark, Tech. Rqmnts. (40)
Muriel E. Toretta, Food Rqmnts. (40)
Rudolph Mahler, Equip. Lines (40)
John F. Karasz, Reliability (40)
Jonas R. Hakimi, Radar (40)
Erick J. Koch, Computer Interface (4)
Donald A. Schultz, ILS Est. (40)
Grodon C. Shires, QC Qual. Engg. (40)
John S. Scannello, Prog. Qual. Mgmt. (40)
Eugene T. Cooper, Prog. Mgmt. E-2 (40)
Sadie Orlando, Food Serv. (43)
Nicholas R. Sudano, Prod. Rel. & Analysis (43)
David E. Lamberson, Rqmnts. Plannng. (43)
Roy A. Goddard, Elect. Engg. (43)
Thomas Marino, Insp. Elect. (43)
Peter L. Brown, Avionics Purchasing (44)
Edward H. Ewers, Base Supply (60)
Joseph DeNatale, Mfg. Engg. (66)
Daniel B. Sellers, Log. Serv. (67)
Karl R. Himmelmann, Prog. Plnng. Cntrl. & Budgets (71)
Joseph J. Sredniawski, Environ. Cntrol. Des. (72)
Joseph Berka, Maint. Serv. (75)
Francis W. Gaughran, Inspect/QC (77)
Richard F. Lauria, Indust-Eng. (77)
Robert Heggie, Finance & PC&B (77)
Joseph J. Anselmo, Qual. Cntrl. (80)
Paul B. Samuels Jr., Log. Serv. (8)
Charles A. Morgan, West Coast Office (87)
Thomas G. Pelham, Flt. Test (88)
William M. Remily, Suppt. Equip. Serv. (95)

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W.R. Schooley

F.H. Leiblein

S.A. Angur

R.E. Olsen, Jr.

W.E. Carley, Jr.

T.J. Haggerty

R.C. Weston

J.R. Wiehl

N.N. Lewin

December

Samuel Phillips, Stockrooms (1)
Robert E. Schwarz, ILS Prog. Mgmt. (1)
Nicholas Stratakis, ILS Syst. Implement. (1)
Byron R. Abseck, ILS Digital Engg. (1)
Howard Teichmann, Mfg. Resources (2)
Charles Wolchok, Prod-Cntl-Parts (2)
William C. Graham, Repro. Serv. (2)
Edward Whitley, Details (3)
Kenneth R. Johnson, Mach. Op. Bus. Office (3)
David Maresca, Mach. Oper. Tech. Serv. (3)
Vincent Fasano, Trans-Ops. (3)
Robert E. White, Suppt. Equip. Prod. (5)
Charles B. Eich, Prod. Cntl.-Parts Cntl. (5)
Victor R. Ciminera, Weight Optim. & Tech. Devel. (5)
Rodney W. Unold, Ops. Analysis (5)
Reuben Hafter, Prod. Devel. Cntr. (5)
Jean R. Esquerre, Opportunity Devel. Staff (5)
Alfred J. Hall Jr., Custo. Rqmnts. (5)
Paul T. Colon, Config. Data Mgmt. (5)
Harold E. Case, Meth. Elect. TEch. Syst. (6)
Michael L. Bradnick, Jigs, Dtls. & Sub-Assy. (6)
Richard P. Pokallus, Corp. Instr. Ground Test (7)
William R. Berkley, RF Equip. Prod. Suppt. (7)
William F. Hickey, Matl. Mgmt. (8)
Frank A. Byrd, Plastic/Plaster Tooling (11)
Charles Koasis, Meas. Stnd. Lab. & Log. Ops. (12)
James E. Laino, Elect. Test (14)
Harold J. Hanley, Repro. Serv. (15)
Douglas D. Ross, ILS Pubs. Proj. Mgmt. (15)
Irvin Tishkevich, ILS Tech. Writing (15)
Anthony Scaturro, ILS Tech. Writing (15)
Lawrence Elmen, ILS Prod. (15)
Alfred G. Simeone, ILS Prod. (15)
Philip Frumkin, ILS Qual. Cntrl. (15)
Joseph W. Brenna, B/P Warehse. (17)
Robert T. Koepper, Cust. Supply Rqmnts. Mgmt. (17)
Robert J. Corris, PPO-F-14 (25)
John E. Reardon, PPO-F-14 (25)
Robert W. Reed, Tech. Direct. (25)
David E. Dudenhoefer, Ops. Anal. (25)
John T. Diglio, Engg. Mgrs. (25)
Luciano J. Moratti, Prog. Contracts (25)
Walter G. Egan, Nuclear & Astrophysics (26)
Archie E. Brooks, Iran Ops. (28)
John E. Robinson Jr., ILS Elect. Engg. (30)
Frank G. Leahy, Tech. Rqmnts. (30)
Nicholas Palamidis, East Coast Suppl. Admin. (30)
Walter R. Schultz Jr., Cont. Cost Anal. (30)
Abraham Spector, Reliability (35)
Edward P. Sachs, Field Ops. Mgmt. & Staff (35)
Herbert I. Wildenberg, Suppt. Equip. Serv. (35)
Herbert W. Johnston Jr., ILS Elect. Pkg. (36)
Charles S. Fleming Jr., TS Cust. Train. Instruct. (39)
Harry E. Hagberg, Tech. Rqmnts. (40)
Gerald Laine, Reliability (40)
Jack L. Abramowitz, Antennas & Radomes (40)
William N. Birnbaum, Syst. Engg./Prod. Engg. (40)
Peter R. McCombs, Config. Data Mgmt. (40)
Rosario R. LaScala, Config. Data Mgmt. (40)
Raymond A. Riel, Config. Data Mgmt. (40)
Robert M. Walters, Bus. Ops. M/S (40)

A. Termin

W.H. Nufer

Joseph E. Grech, Meth. Engg. A/C (43)
Pasquale Grottola, Plng. & Anal. (43)
Pericles C. Tsombanis, Mfg. Tech. (43)
Donald S. Entwistle, Insp. Mech. (43)
Elsie E. Leiblein, Elect. Cable FAB. (44)
Joseph Altieri, Avio. Maint. Squad (60)
Clifford C. McLean, A/C Syst. Serv. (80)
John J. Caputo, Engg. (88)
Paul Vormittag, Production (88)
Thomas A. Maloney, Production (88)
Thomas G. Acheson, Paymaster (111)

Get ready for another brutal winter

We may not be entering a new ice age, but motorists should prepare for the worst -- another bad winter.

These past two winters have been marked by sub-zero temperatures and heavy snowfall.

And, if a number of meteorological experts are to be believed, the long-range picture isn't very cheery. Some scientists hold that the earth has been enjoying unusually mild temperatures for some time -- and that this period is ending.

But even if it's back to the harsh winters of yesteryear, motorists needn't sigh and shrug their shoulders. There's much they can do to insure that their cars can weather the worst that winter will bring.

So follow these suggestions -- and save yourself a lot of cold weather aggravation.

Winterize now

Your car may catch cold this winter -- particularly if you neglect its mechanical health.

A checkup at your local service station and the right preventive "medicine" can help keep your car in tip-top shape.

Don't skid around

Slip-ups can be costly when winter roads are icy and slick.

Remember when? *It's hard to believe it was only February of this year when Dave Rice (L), Larry van Wallendael and Carl Lassig (R), all of Presentations Services, tried to revive Carl's little sports car in the Plant 5 parking lot. (Photo by Rich Breunig)*

To minimize the chances of a skidding accident, take the following steps:

Equip your car with snow ties, studded tires or chains to improve traction. Chains are the most effective, but studded tires and, to a lesser extent, snow tires perform better on slippery roads than conventional tires.

Get the "feel" of the road when you start out. Accelerate carefully to see if the wheels spin and brake gently to see if they skid. Reduce your speed accordingly.

Don't turn or brake sharply on slippery roads. Any sudden movement can cause a skid, so take action sooner and slower.

Keep plenty of distance between you and the car ahead. Even with chains or special tires for increased traction, it takes a longer distance to stop your car on snow and ice than it does on dry pavement.

Should a skid occur, don't jam on the brakes. This causes your wheels to lock and compounds the loss of traction. The proper procedure is to pump the brakes until the car's speed has been reduced.

To straighten out the car, steer in the direction of the skid. For example, if the rear of the car is slipping to the right, turn your steering wheel to the right. Don't oversteer. However, since turning the wheel too far could whip the rear end into a skid in the opposite direction.

One last caution: Don't shift to a lower gear when trying to pull out of a skid. Holding the car in gear helps reduce speed safely and allows for maximum control.

Don't neglect trunk

North, south, east or westbound, you can't drive anywhere if you're snowbound.

With the right equipment, however, you can go in a moderate amount of snow and ice. The all-important items that motorists should carry in their trunks are:

A flat-bladed shovel

A large bag or bucket of sand to provide traction on ice or hard packed snow. Be sure to keep the sand dry or it will freeze solid and be of no use).

Traction mats (oblong wire mats) are also useful in getting out of slippery locations.

A combination ice-scraper and snowbrush for cleaning windows.

Prevent freeze-ups

Don't let freezing weather come between you and your car.

You can prevent frozen locks on car doors and trunks by squirting graphite in the keyholes. If the locks become frozen, they can usually be freed by inserting a key heated with a match or lighter. Another method is to squirt windshield de-icer into the lock.

When it comes to frozen gas lines, a 12-ounce can of approved "dry gas" -- added to your gas tank every second or third tankful -- can help you avoid the problem. Keeping the tank near full helps too.

(Reprinted with permission of the Automobile Club of New York, Inc.)

Bethpage Operations: pe

(Continued from Page 1)

are..and put it right on the line, people are bound to respond. Not everyone, but the majority of us." says Trillo. "There is a common bond...an awareness of what has to be done. And we've found that it can be done." For instance...

"We've been in a 'down plan' environment for some time now," says Leone. "One of the biggest tasks is keeping skilled Grummanites working. That means shifting many people around as the work load moves from department to department, plant to plant. It's our job to let the people know that."

Keeping channels open

Adds Pabst, "It's our job to explain to those involved in the shifting of what and why we're doing this or that. We've got to select the best people. Sometimes these actions might mean working at a different skill or a different plant for several months, or working a Grummanite in an area for a short time that might not be utilizing his primary skill."

"It takes a great deal of understanding and cooperation from the people being moved and the people in the area," continues Leone. "Training might be needed. Or, the skill might be in the area in which the experienced Grummanite first began his career. It's a two-way street in which everyone must understand what's being done and why."

"Not only are there the hassles of shifting skilled people within a complex the size of Bethpage Ops, but the old term, cost effectiveness, shines in bold lights daily," adds Pabst.

"In recent years, we've been looking at our operations and trying to find more ways to cut down on costs." says Trillo. One such way is consolidation of manufacturing assembly lines.

Plant 27 (Wyandanch) - people and jobs moved into Plant 2 in 1977. Currently, Grumman is in the process of closing down Plant 36 in Garden City by mid-1979. An extension is now being built onto Plant 2 to handle the additional major assemblies for the Hawkeye, Intruder and Prowler. Over the year-end holiday break, the Plant 36 Upholstery Department will be moved to Plant 1. This consolidation not only brings the Bethpage Operations team closer together -- in terms of people and facilities -- but also forms a smoother production line flow. "It also sets up an assembly line that's ready to handle future aircraft programs," says Trillo.

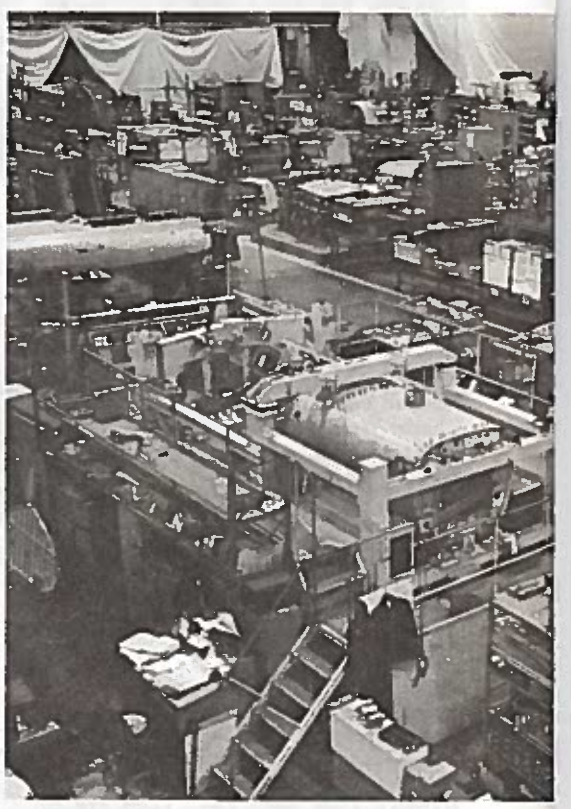
Equipment review

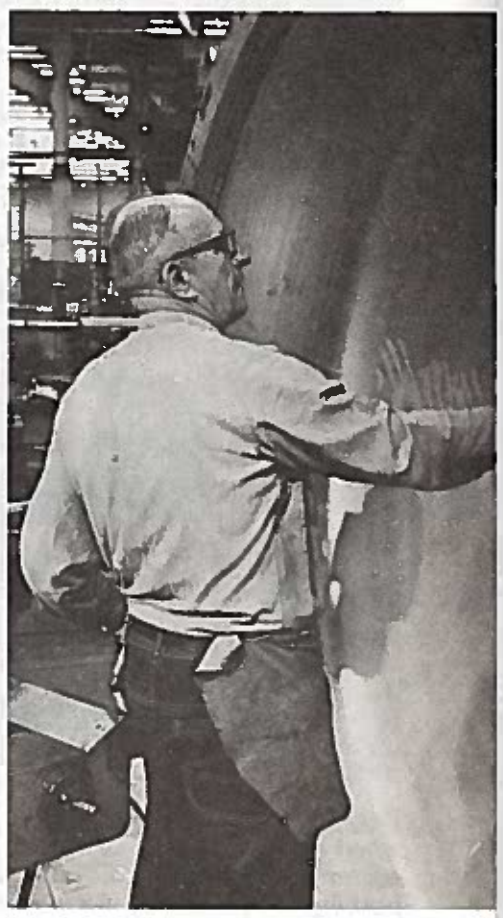
In addition, Bethpage Operation is looking at its equipment. "What's cost-effective? Is it out-dated? How can we use the machinery better? Can we train our people better?"

In short, Bethpage Operations is ready to change. The reason is simple.

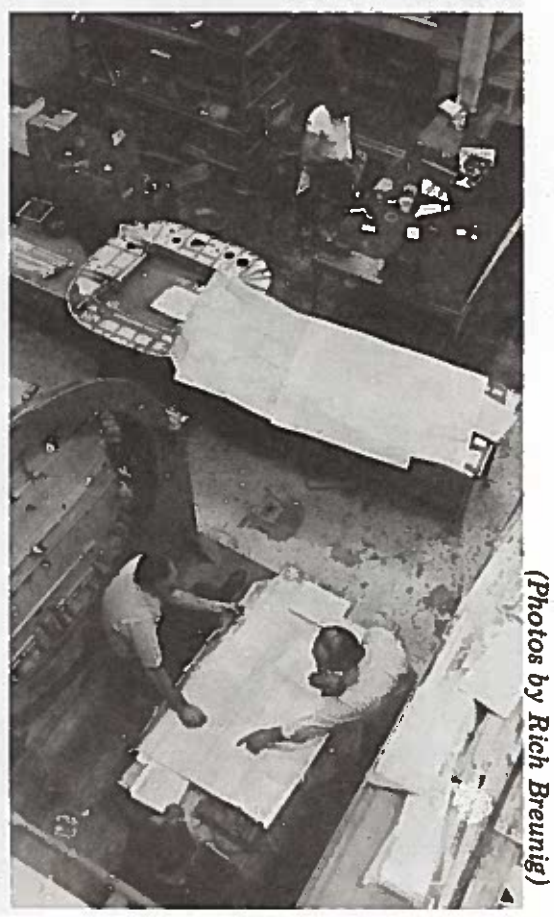
"We've got to stay competitive in the aerospace manufacturing field. It's a fact of life," stresses Trillo. "We've got to have a mean and hungry team to get the top quality job done..on time, and within our budget."

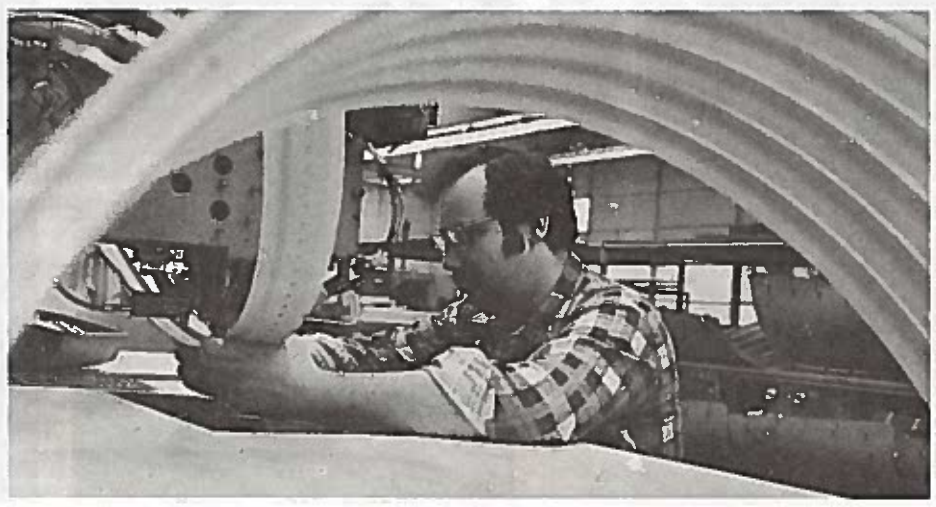
"Our competitors are looking; our customers are depending on us. There is no next time. Programs coming down the pike are few and far between. We've got to be the best production team, have the best machinery, and the best working relationships. It comes down to one simple fact of life: there is no room for second best efforts in today's aerospace industry. That's why our motto is "people, pride, performance."



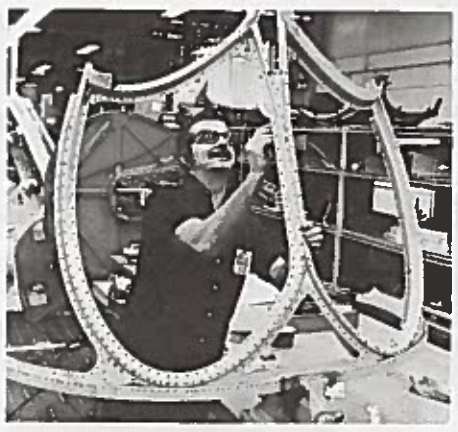


ople, pride, performance





(Photos by Rich Breunig)



BETHPAGE OPERATIONS
GRUMMAN
PEOPLE PRIDE PERFORMANCE

Sponsor forum on technology

About 45 engineering deans, department heads, and professors took a two-day break from academia recently. They attended the 1978 Grumman/University Technology Forum, a series of discussions and lectures on a broad range of topics. The two-day forum concentrated on the technical disciplines of aerodynamics, structures, and thermodynamics, and included tours of the Bethpage and Calverton facilities.

Representatives from 24 colleges and universities attended, including Brown, Cornell, Columbia, Princeton, Villanova, Massachusetts Institute of Technology, Rutgers, and Penn State. In a letter of invitation, Tom Kelly, Vice President-Engineering, said the meeting would "... offer an opportunity for informal discussions between Grumman and the college faculty in areas of common interest, such as new technical developments at Grumman and university research programs.

'Closer contact'

"Closer contact between Grumman technical personnel and college faculties will help in relating industrial techniques to academic studies and in developing young engineering talent, at both the undergraduate and graduate levels, who are motivated, skilled, and dedicated to the engineering profession."

Dick Upsahl, director of Technical Liaison, acted as host for the forum. "We've gotten a lot of good feedback about the sessions," he says. "It's helped to update the impressions about Grumman held by the academic community. Some of them said they had always thought of Grumman as just an airframe company, and that they were pleasantly surprised to find out we're much more than that."

The program offered 23 technical sessions, on topics such as solar panels, thermal canisters, V/STOL aircraft, advanced composites in aerospace applications, thermal energy storage, and wing concepts for supersonic maneuvering.

"They were very impressed with the technical expertise of our engineers, who conducted the sessions," says Les Brower, the coordinator of the forum.

Seeing the sites

On the tour of the Bethpage facilities, the group got a look at the Thermal Lab, the Static Test Lab, Computer Aided Design, and the Product Development Center. At Calverton, they saw the Plant 6 production line, the automated telemetry system (ATS), and the F-14, the A-6, the EA-6B, and the EF-111A on static display.

"The last time we held such a forum was about 10 years ago," says Brower, "and I think we were able to show the academic community that we've grown and changed a lot since then."

Forum. *At the annual Grumman/University Technology Forum, 45 engineering deans, department heads and professors attended a series of lectures on Grumman technology. They also toured Bethpage and Calverton facilities. (Photo by Bob Settles)*

Job openings

Job Opportunity Bulletins have recently listed openings for associate methods planners in the Methods Section of Manufacturing and Materials Engineering.

Applicants should have a two-year associates degree (or equivalent), three to five years of shop experience in sheet metal detail fabrication and mechanical assembly, be able to read engineering drawings and blueprints, and be able to interpret engineering and manufacturing change orders.

If you are interested, contact Personnel Development at Ext. 6147 in Plant 28 for an interview.

Fun in the sunshine

With Grumman retirees as their special guests, Grummanites at Stuart Operations recently threw their annual family picnic. General Manager Ed Dalva (shown at R) wasn't the only one who joined in the corn husking contest. Once again, there was plenty of good food and drink -- and good times -- for all.

Hellcats step into winner's circle once again

During the good ole summertime, one of America's favorite pastimes is softball. Across the nation, softball players compete as their loyal fans in the stands cheer them on. In Isfahan, Iran, this American tradition also thrives.

This past season, Grumman Aerospace fielded four teams in three Isfahan leagues.

In the open division, the Grumman Hellcats won its third consecutive Isfahan championship. In the playoff finals, the Hellcats beat another Grumman team, the Avengers, by a score of 19-3.

Leading the Hellcat offense were Marty Clark and John Martin; both went five-for-five. The Hellcats put the game well out of reach in the fifth inning with four consecutive home runs. Clark, Martin, Dan Cooper and Dave Phiel slugged the ball over the fence. Hellcats Dave Jahosky, Ken Dalbenzio, Jim Russell and Dave Bouse made life easy for pitcher Jack Bacheller . . . . with a virtual error-free defense. Jack now has a two-year record of 50-3.

The Hellcats compiled some incredible statistics during the three-game playoff series: team batting average, .673; Clark, Cooper, Martin and Mo Rowlett hit over .750; 17 home runs; 88 hits; and 80 runs.

The Avengers proved to be the surprise of the league by knocking off the top ranked Bell team, 15-12, in the semi-finals. Ed Ruskowsky and Bob Cooke each hit two homers; Marcus Jiminez went four-for-four. Other members of the Grumman Avengers were manager Fred Alban, Paul Turtzo, Bob Zeiser, Jim Young, Al Korte, Vin Galea, Dave Dandeneau, Al Marhold, Carl Hines, Fred Alban Jr. and Dan Kubart.

Silver trophy

In the major division playoffs, the Grumman Good News Bears fought its way out of the losers' bracket for a berth in the finals. The Bell Jube Dogs defeated the Bears, 18-6, but even though the Grummanites were outgunned in the final round, they can boast about their performance this season.

They won the major division title in their first try. Members of the Grumman Good News Bears were Jeff Bangor, Dave Shostak, Jim Griffith, Gary Yoways, Phil Valot, Rick Lee, Bob Hornfeck, Don Lemond, Pat Murphy, Jim Quinn and Mark Detlefsen. Veterans Paul Runyan and Barry Donald alternated pitching chores for the 14-5 Bears.

Grumman was also well represented in the Isfahan women's league. During regular season play, the Grumman women finished second in the playoffs. In the final game for the championship, the Bad News Babes defeated the Grummanites, 12-7, when a last inning bases loaded Grumman rally fell short. Debbie Elliott (four homers), Alesia Carroll, Sheila Rowlett and Sharon Elliot, all hit close to .600 in the playoffs. Pitcher Susan McCarthy held the Babes well beneath their 20-runs-per-game average.

Also on the second-place team roster were Laura Turtzo, Marie Amell, Denise Turrell, Dorie Capazzoli, Kathy Reeves, Doreen Aguinagua, Susan Dandeneau and Annette Zeiser.

calendar

Aikido Club: Every Mon. and Wed., 5 p.m., Pl. 35 cafe; for sport and self-defense; L.I. Aikido Federation; all guests welcome. B. Bauman, Ext. 2910/M. Stock, Ext. 7186.

Alchoholics Anonymous: Every Mon., 5 p.m., P. 15 conference room C; closed meetings; Personnel Relations, Ext. 3521; Calverton: every Mon., 4-5 p.m., Headquarters Bldg.; Great River: every Wed., 4-5 p.m., Pl. 43 conference room 3.

American Society of Mechanical Engineers: Thurs., Dec. 14, 8:30 p.m., Pl. 30 cafe; presentation; "Taxes and Tax Shelters;" guests welcome. L. Hemmerdinger, Ext. 6168.

Fencing Club: every Tues., after 4:30 p.m., Pl. 30 cafe; both beginners and experienced fencers; instruction and competition; GAC employees and dependents welcome. P. Chaldaris, Ext. 4331.

Rod & Gun Club: Tues., Dec. 5, Colonial Firearms Range #1, East Meadow; guests welcome. G. Woodruff, Ext. 2759.

Scuba Divers Club: Wed., Dec. 13, 7:00 p.m., Chateau Restaurant, Bagatelle Rd., Exit 50 L.I.E.; guests welcome. A. Andreiev, Ext. 5537.

Ski Club: Wed., Dec. 6, 8:30 p.m., Hillside Restaurant, Plainview; demonstration and movie; guests welcome. A. Garmendia, Ext. 7819/8910.

Toastmasters Club: Fri., Nov. 29, 5-7 p.m., Pl 25 conference room C; regular bi-weekly meeting. J. Allison, Ext. 3475.

Hellcats. *In the Isfahan, Iran, softball league's open division, the Grumman Hellcats won its third consecutive shampionship. Members of the squad are (L to R) front row, Ken Delbenzio, Jack Bacheller, Morris Rowlett, Dave Jahosky, Jimmy Russell, Nick Negro; back row, Marty Clark, Dan Cooper, Dave Bouse, Dave Pheil, John Martin, and Mike Clark.*

Cutting remarks

Gasoline or electric chain saws are often used to clear land of trees or underbrush, but the sharp teeth on the rapidly moving chains are capable of cutting other unexpected objects. The U.S. Consumer Product Safety Commission (CPSC) estimates that approximately 25,000 persons require hospital emergency room treatment each year for injuries associated with chain saws.

The CPSC offers the following suggestions for the purchase, safer use and maintenance of chain saws:

Selecting the saw

Look for saws with chain brakes which stop the chain immediately after power is turned off.

Buy a saw no longer or larger than required for the largest size of timber you will cut. Lightweight saws require less exertion and cause less strain.

Look for guards over the sprocket and rear portion of the chain.

Make sure an electric saw is insulated against shock by double-insulation or three-prong grounded plugs. For safety, three-prong grounded plugs must be plugged into a three-prong socket or adapter that is grounded.

Motor control on an electric saw should be through a deadman switch that stops the chain when the hand pressure is removed.

On gasoline-powered saws, the exhaust should be directed away from the operator.

Using the saw

Read the instruction manual carefully before use, and reread it periodically.

Use a lightweight hand tool to trim tree branches, not a heavy chain saw that could be cumbersome.

Place wood to be cut close to the ground with the saw held parallel to the ground so that the saw cannot swing downward toward your body after the cut.

Keep legs well apart or to one side of the machine that, in case of kickback, the saw will not strike your legs.

Be careful that the moving chain does not touch the ground, because it will dull the chain and many cause kickback to occur.

Avoid touching the hot muffler.

Never let the saw run unattended. When a tree starts to fall, shut off the power and lay the saw on the ground at a distance from the tree.

When walking with a saw, turn off the motor and hold the saw to your side with the chain pointing backward.

Start the saw on a firm surface, such as the ground.

Keep the chain well lubricated during use to minimize chain breakage.

Dress appropriately: wear sturdy shoes, safety glasses and heavy trousers.

Aces. *L.I. Industrial tennis league champions, the Grumman 'A' squad joins the Grumman 'B' team for practice. Members of the 'A' team are kneeling (L to R) Joe DiStefano, Norm Dvoskin, Andy Kaufman, John Hsu, Bill Wenzel, Jay Leng, Gus Spyridon, and not pictured: Tom Guarino, Al Kirillin, Bill Jaklitsch, Craig Langwost, and Dick Kline. The 'B' team consists of (standing L to R) Roy Harris, Jack Frischman, Bob Steele, Dave McKendrick, Mel Rimer, Pete Lampasona, Dick Bergman, Pete Shyprykevich, Vinnie Casale, Jacques Crouzet-Pascal, Bob Bentler, and Jerry Fogel. (Photo by Marie Trimborn)*

Grumman's advantage - two dynamite teams

For the 14th time in the last 16 years, a Grumman varsity tennis squad has captured the Long Island Industrial League tennis championship. This year, the "A" squad, captioned by Gus Spyridon, strung together 11 straight victories before ending the season with a 12-2 record. Dick Bergman's "B" squad wasn't far behind, finishing in second place with 10 wins and four losses.

The opposition was formidable. Both Grumman squads competed in the highest-ranked league division composed of squads from Photocircuits, Brookhaven, Hazeltine, Lufthansa, Republic and Powers Chemco. Each opponent made sure their three best doubles teams (which occasionally included a nationally-ranked player) were on the court against the powerful Grumman players. Nonetheless, the "A" squad won better than 80 percent of the 118 sets played, and the "B" squad topped out over 60 percent.

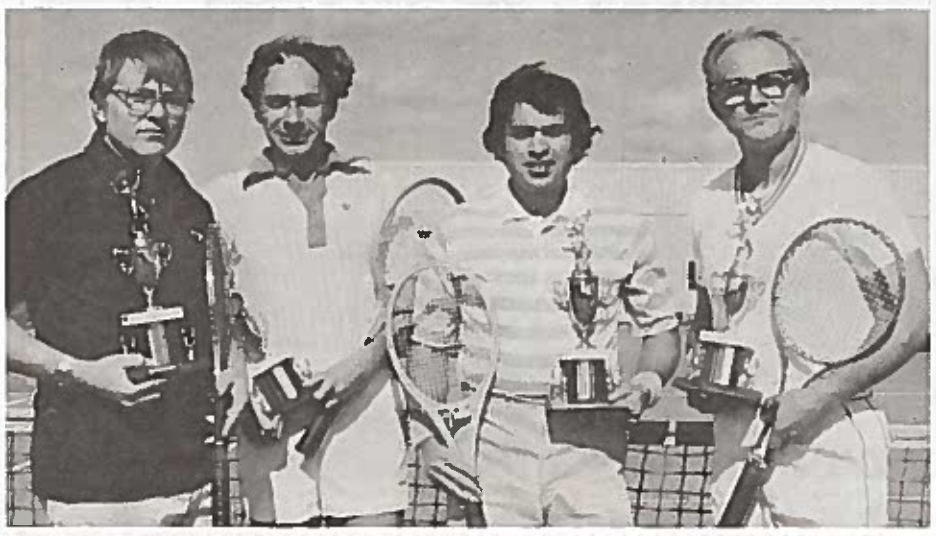
Seasonal Review

Why such high percentages? One reason relates to the captain's ability to pair complementary doubles player talents. For example, on the "A" squad, Bill Jaklitsch's power game complements Gus Spyridon's finesse strokes; Joe DiStefano's forceful volleys combine nicely with Bill Wenzel's accurate placements; Craig Langwost's court coverage couples well with the no-error play of Norm Dvoskin; Al Kirillin's overhead is set up by Tom Guarino's lobs; Andy Kaufmann's serves support John Hsu's backhand winners; and Jay Leng's backcourt power strokes match the steadiness of Dick Kline's game. Says captain Gus Spyridon, "With these veterans my job is easy. I just pick any three teams, send them out on the court and relax."

Although not quite as relaxed, "B" captain Dick Bergman was also able to match up the talents of his players. Jerry Fogel's and Bob Steele's net play won many points as did the combination of Jacque Frischman's lefty and Pete Lampasona's right-handed power; Dave McKendrick's touch drop shots often set up accurate Jacques Crouzet-Pascal lobs; Mel Rimer's all-around game supported Pete Shyprykevich's down-the-line forehands; Roy Harris' spins worked well with Vinnie Casale's powerful ground strokes; and Bob Bentler's steady play complemented Dick Bergman's get - em - all - back scrambling.

Building a dynasty

Commenting on Grumman's Industrial league superiority, varsity tennis spokesman Andy Kaufmann observes, "We're very fortunate. We have a large number of veteran players who know how to win under pressure. We have also always been able, through tryouts, to select good, younger players and bring them along to veteran status. We seem to have built a dynasty that way ... and we like it."



Top of the ladder. *The Grumman Tennis Club recently completed its 1978 season. Winners are (L to R) Mike Pihlman, undefeated leader of the advanced beginners' ladder; Art Menton, most wins and most points in advanced beginners' ladder; Charlie Kohl, intermediate ladder leader and Frank Previtali, intermediate tournament runner-up. (Photo by Ken Johnson)*

On the gulf. *Grumman Houston, a subsidiary of Grumman Aerospace, fielded its first women's varsity softball team this year. Though it couldn't be termed 'a championship season,' the women had a great time. After all, that's what it's all about. Members of the Houston team are (L to R) front row: Carol Taylor, Pat Martin, Barbara McLarrin, Bobbie Beavers, Jan Maxey, Goldie Tuma; back row: Gene Shifflet, Winnie Troxlar, Pat Shifflet, Jackie McNiel, Freddie Bazhaw, Gloria Robinson, Harriet Marbour, Nancy Cassel, Dena Brown, Leona Reinhartsen, Cathy Uptegrove, and Jeff Conlon.*

Announce varsity kegler trials

Grumman has consistently fielded formidable bowling teams in the annual Long Island Industrial league tournaments. Last year, the women's varsity captured its 18th Long Island title. In recent years, though the men have been unable to step into the winner's circle, they have always managed to finish in the top two runner-up slots.

If you think you can assist Grumman in the 1979 championships, please fill in the accompanying entry blank and roll away.

Here are the rules for the men's varsity trials:

To be eligible, a contestant must have compiled an average for at least 24 games in an ABC league.

The minimum entry average is 175 for men.

If a bowler competes in more than one league, his combined average must be no less than 175.

Season averages for roll-off entry must be computed as of the week of December 1-8.

Application blanks should be filled out completely and mailed to the GAA office, A-01.

Entry deadline is Friday, December 15.

Entry qualifications for the women's trials are the same as the men's with two exceptions: the entering or combined average is 125, and the league should be WIBC-sanctioned.

Roll-off action for the men will begin on Saturday, January 13, and continue each Saturday through February 10 at the Mid Isle Lanes in Hempstead at 5 p.m. The men will roll a total of 30 games. (Field cut to 12 men on January 27.)

At the same location, candidates for the women's varsity will bowl a total of eight games, four each on January 27 and February 3.

Bowling varsity trials

Entry blank

Name .....

Perm. No.....Mail Stop.....Ext.....

Qualifying Averages
Dec. 1-8 inclusive

Average	League	Lanes
.....		
.....		
.....		

Submit to GAA, A-01

Scorecard

If this winter is anything like last year's, February 22 is likely to be icy, cold, and miserable. With this in mind, the Grumman Atheltic Association has made arrangements for you to get away from Long Island for a few days. They're planning a Mardi Gras trip to Atlanta and New Orleans from Feb. 22 through March 4.

The package includes round trip transportation via deluxe motor coach; motel accommodations in the Holiday Inn; six dinners; Mississippi riverboat cruise; admission to Georgia's Callaway Gardens; a visit to the National Air and Space Museum at the Smithsonian Institution in Washington, D.C.; and tour director services for the entire trip.

The cost will be $387 per person based on double occupancy per room; $317 per person for triple occupancy; and $537 per person for single occupancy. All Grumman employees, retirees, and their families and guests are invited to sign up.

Reservations are being taken now. For additional information, call Ellen Drasser at GAA, Ext. 2133 or 2269.

On the run

Many Grummanites recently ran in the annual New York City Marathon. Those who completed the course were Dan Crawley, Al Cobrin, Hy Garnett, Bob Rennie, Bill Dunmyer, Bob Pollack, Ralph Palumba, Jim Dalman, Leroy Ladson, and Capt. Doug Garrett Jr.

Hole-in-one

Bill Bartoszak had to wait three years before he scored his second hole-in-one. That's not bad, since most golfers never even accomplish the feat.

On November 1, Bill used a seven-iron on the 150-yard 14th hole of the Black Course at Bethpage State Park. Witnessing his second hole-in-one were Bob Scott, Don Smith and Cal Burchett.

Discount tix

The Grumman Athletic Association is now selling discount tickets to the Islanders-St. Louis hockey game on Thursday, December 21. Tickets -- $8 seats for $5 -- will be on sale until Thursday, December 14 (or until sold-out.)

1978 GAA softball league champs

Plant 1 Lunch Hour: Old Timers. kneeling (L to R): Ken Smith, Phil Benandello, Steve Kish, Bob Eastwood; standing: Mark Farley, Dan Aquilino, Hank Szubzda, Cliff Seaman, Lloyd Bigby, Frank Tassone, Tony DeMeo, Tom Sweikowski; not pictured: Gene Ricca, Tom Cook, Charlie Heege.

Calverton: Newbreed. kneeling (L to R): Dan Azzatto, Frank Posicillo, Carl Thilburg, Dave Azaeski, Rudy Novissimo; standing: Charles Tyler, Ron Danler, Charlie Bisigini, Bob Zeltmann, Chick Robb, Allen McCaffery, Joe Caruso, Dan Wasilewicz, Vic Rutkowski.

Plant 2, 3, 5 Lunch Hour: MacNamara's Band. bottom row (L to R): Bob Staak, Bob Jasinkonis, Bob Floresca, Kerry Evans, Charles Johnson, Ray Winston; middle row: Jack Martinico, Mike Tropeano, Mike Sticco, Dorain Jung, Jim Moran, Moses Adams; top row: Gary Flynn, Joe Vosefski, Wayne Wright, Bob Randazzo, Frank Castiglione, Walter Gleich; not pictured: Gary Stahl, George Braun.

Monday Night After Hour: Monopolies. bottom row (L to R); Bob Savasta, Bob Jones, Ed Gabriel, Paul Bavitz, Al Wallace; middle row: Joe Vosefski, Willie O'Connell, Wayne Wright, Jim Casey, John Koch, Juan Colon, Moses Adams; top row: Rich Rothwell, Marty Martinez, Mickey Rowles, Bill Diercks, Mike Gabriel; not pictured: Charles Dietz, John Ketchum, Allan Henckew.

1978 GAA softball league champs

Tuesday Night After Hour: Jets. bottom row (L to R): Jerry Rainford, Dom Pagnozzi, Paul Mendez, Bill Ostrosky; middle row: Willy O'Connell, Wayne Wright, Al Grillo, Marty Martinez, Mickey Rowles, Jerry Krassner, Joe Vosefski; top row: Jim Schwab, Paul Bavitz, Ed Gabriel, Bob Metz, Mike Gabriel; not pictured: George Wright, Lou Pizzo.

Night Owls: Flyners: bottom row (L to R): Bill Newman, Bob Trybus, Bill Gilbertson, Steve Cacace; middle row: Ben Stafford, Mike Hennessey, Rocco Perrone, Terry Jones, Jerry Rhatigan, Tom Whitehead, Dennis Jeff; top row: Herb Bree, Andy Novak, Bill Braun, John Vetter, Angie Zotto, Elvin Benjamin, Frank Damis; not pictured: Dennis Robiski, Leon Kessel, Kevin Burns, Vinny Mackie, Rich Popielaski, Bill Sullenger, Barney Riener.

Plant 43, 44 After Hour: Old Timers. kneeling (L to R): John Start, Richie Faby, Cleveland Jones, Pat Francis, Bill Meghan, Paul Giambalvo; standing: Bob Schwender, Bob Pizzo, Rocky Famiglietti, Carmine Femia, Ed McKearney, Garry Ferrone, Ed Urban, John Shlonsky, Ken Schnebel, Bob Albert; not pictured: Rudy Avitable, Hank Mehl, Harry Browne, Bill Spraul.

Wednesday Night After Hours: Shadows. bottom row (L to R): Marty Martinez, Mike Gabriel, Bob Jasinkonis, Bill Arnold, Steve Januskieicz, Joe Vosefski; middle row: Wayne Wright, Willie O'Connell, Jim Casey, Rich Rothwell, Mike LosQuadro, Rob Ogilvie, Al Wallace; top row; Dorian Jung, Ed Gabriel, Bob Metz; not pictured: Chris Hofman, John Ketchum, Charlie Dietz.

GRUMMAN plane news

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